

1. REBUILD THE TRUST/ DCFS IS ALL POWERFUL AND CAN NOT BE JUDGE, JURY, AND EXECUTIONER: THEIR POWER HAS BEEN ABUSED, NEEDS LIMITS, RETALIATION TACTICS HAVE TO STOP.
2. License Caseworkers: Caseworkers should be at least have MA or MS or MSW degrees; CPS supervisors should be licensed Therapists. You would have to pay the caseworkers and Supervisors more but it would be less \$ in the long run as you would have less caseload because the 78% of children from non-abusive, loving, protective homes would be lessened because caseworkers and their supervisors are going to know better how to do their job. This would solve so many problems especially in sex abuse cases in small children and domestic violence cases. Also this education will prepare the workers mentally and emotionally to handle this most difficult job. This would also free up the courts of at least 1/2 of its youth-in-need of care cases. All of these unnecessary removals of children are causing our court systems to be overloaded!
3. Case workers should have entry level Law enforcement training on investigation: Classes at the Law Academy; investigation. When investigating a case get an overview from as many family members as possible, in other words as comprehensive as possible, etc.
4. Open courts: use initials for the children for amenity to protect them. Make hearings open and transparent. Closed hearings are protecting the DPHHS-CPS workers more than the children.
5. Lower standard of proof in Youth in need of Care and Custody sexual abuse cases to civil proof (49% of doubt) not criminal proof (1% of doubt). Judges and CPS workers are basing their judgments on that must be only a 1% of doubt a crime was committed.
6. Prove parents are clean and or sober before reunification: 6 months to 1 year. No drugs or alcohol has to be incentive for reunification. A job that supports their children and family, not going back on welfare the cycle needs to be broken.
7. On cases of sex abuse loss of parental rights.
8. If a parent's treatment plan includes counseling, the Parents should be able to choose the licensed counselor of their own choice. Currently CPS workers will only allow counselors who they can control.
9. Immediate suspension of supervisor's job for lying to the courts or falsifying records.
10. If a CPS worker breaks the law - i.e. perjury or falsifying records or contempt of court - they should be subject to prosecution - just like any other citizen who breaks the law.
11. CPS workers should not be protected from personal law suits against them when they break the law by the way they carry out their duties for the department of DPHHS.
12. Confidentiality use should be limited to realistic measures and start required ethics class. Part of continued education for licensees.
13. Speed up adoption process for grandparents or other parties.
14. Common sense assessments and honest discourse with families and the public. Show consistency especially with contractors such as Youth Dynamics their opinions must be consistent and not changing without just cause. Allow all qualified licensed therapists to be contracted by DPHS instead of the few they can control. Part of being a licensed therapist includes the following - All parental assessments - must talk to all involved counselors and close family. All parents should be allowed to have an UNBIASED evaluation by an UNBIASED

evaluator if one is required. Other family members should also be consulted in these evaluations.

15. Return phone calls to concerned family members within 72 hours, no exceptions.
16. Oversight on Foster care set a level of care and conditions. Currently the foster care board is completely ignored. The foster care plan set in place by the foster care board must be followed.
17. Investigate rumors and be able to rescind bad decisions. Someone has to have that jurisdiction. Don't want to hear, "there's nothing I can do," from attorneys or officers of the courts or legislators or Directors of the Departments. Wrong decisions have to be changeable.
18. Have a grievance board instead of a review board. Something that works does not appear to be in place. (Omnibudson)
19. Larger fines for false reporting.
20. Show Cause hearing to be completed in required 20 days, so parenting plans can be completed and not interfered with.
21. Supervised visitations should be video and audio recorded to protect all parties.
22. Foster parents should be required to undergo drug testing at least initially - even if grandparents.
23. DPHHS workers should be required to treat "other" professionals with respect and value their opinions - they are the experts - not the case workers & supervisors.
24. DPHHS should not be able to go against a judge's ruling, especially the judge who is overseeing the case. How can the DPHHS workers be accountable? Who will make them and how?
25. Have set standards to follow when doing an investigation.
26. Have stiff fines for bullying parents or family members. All parents regardless of what their offenses should be treated with respect.
27. **There should not be a time limit for child custody hearings if there is alleged sexual abuse**
28. . mandatory prison sentences for convicted child molesters. In a case in GF in 2014 a father ADMITTED to the abuse but was given a sentence with ALL of it suspended by Judge Niel who stated that it is too hard to determine guilt when children under 5? That sends a message that there is no penalty for abusing children as long as you admit it. -
29. Allow Guardian ad litem in custody cases where there is a divorce If there is alleged child or sexual abuse of the children. . Montana Code says "41-3-112. Guardian ad litem. (1) In every judicial proceeding, the court shall appoint a guardian ad litem for any child alleged to be abused or neglected." People have been told Guardian ad Litem cannot be assigned for a divorce custody case and Guardian ad Litem can only be assigned in "youth in need of care" cases..
30. . Standing Master Judges should not be allowed to rule in "contested cases." whether it is a custody, divorce or youth in need of care cases. It would be best to no longer allow Standing Master Judges. Montana is only 1 of 3 states left that allow Standing Master judges. Standing Master judges are not elected they are appointed. This stops the checks and balances set up to keep our country free of tyrants. Citizens should be allowed to vote out a judge that they do not feel are doing a good job of upholding the law or being fair in their rulings. Standing Master judges can't be voted out. Also originally they were only supposed to hear uncontested cases. If

you did step#1 it could free up the overload on the court system that is causing a need for more judges.

31. Case workers must be required to know Montana law. Recently a caseworker testified at a show cause hearing - lawyer *"So based on your training and experience is it appropriate parental behavior for a father to manipulate an infant's penis to make it erect?"* caseworker *"I can't -- I don't believe I've ever read anything in State training that exactly went to that. Since then I've had to research more into that and was concerned about the behavior. But since then of learning more, like, criminally, there's nothing because Dad didn't do it for his own sexual gratification. And counselors who are trained in that area have -- I have been told that -- during my investigation, that Father perhaps needed counseling to learn appropriate boundaries, but that was not an act of molesting the child."*

This is Montana state law: 45-5-625. Sexual abuse of children. (1) A person commits the offense of sexual abuse of children if the person:

- (a) knowingly employs, uses, or permits the employment or use of a child in an exhibition of sexual conduct, actual or simulated;
- (b) "Sexual conduct" means: (i) actual or simulated: (D) masturbation;

32. Create a citizen board to oversee CPS similar to mental health.

33. failure to comply with any new training in a timely manner will lead to immediate dismissal